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and Industrial Relations

STATE OF HAWAII

HAWAII LABOR RELATIONS BOARD

In the Matter of DIRECTOR,) CASE NO. OSH 2003-19
DEPARTMENT OF LABOR AND) (Inspection No. 306259052)
INDUSTRIAL RELATIONS,)
) PARTIAL STIPULATION AND
Complainant,) SETTLEMENT AGREEMENT; EXHIBIT A;
) APPROVAL AND ORDER
vs.)
)
THE HOME DEPOT,)
)
Respondent.)
_____)

STIPULATION AND PARTIAL SETTLEMENT AGREEMENT

Complainant, Director of Labor and Industrial Relations ("Director"), and Respondent, The Home Depot ("Respondent"), having reached a partial settlement of the above-captioned contested case presently pending before the Hawaii Labor Relations Board ("Board"), stipulate and agree as follows:

On or about May 27, 2003, the Director, by and through the State of Hawaii's Occupational Safety and Health Division ("HIOSH"), inspected Respondent's workplace located at 100 Pakaula St, Kahului, Hawaii 96732.

As a consequence of said inspection, the Director, through HIOSH's Administrator, issued a Citation and Notification of Penalty on July 11, 2003 ("Citation") to Respondent alleging violations of the Hawaii Occupational Safety and Health Standards and assessed an aggregate penalty of \$1,500. *See* Exhibit A.

Respondent timely contested the Citation.

THEREFORE, to avoid the expense of litigation and to compromise and settle the above-captioned case, the parties, by and through their respective representatives, stipulate and agree as follows:

1. The Board has jurisdiction over this contested case pursuant to section 396-11, Hawaii Revised Statutes ("HRS").

2. At all relevant times, Respondent maintained a workplace at 100 Pakaula Street, Kahului, Hawaii 96732.

3. At all relevant times, Respondent was an employer, as defined in HRS section 396-3, and employed employees, as defined in HRS section 396-3, and was therefore subject to the requirements of HRS Chapter 396, the Hawaii Occupational Safety and Health Law.

4. Respondent agrees that it has or will abate each violation listed in the Citation in compliance with the abatement requirements under Hawaii Administrative Rule section 12-51-22.

5. The Citation is amended as follows *See* Exhibit A:

- a. Citation 1 Item 1 is affirmed but re-characterized from "Serious" to "Other."
- b. Citation 2 Item 1 and its characterization of "Other" is affirmed.

c. Citation 2 Item 2 is preserved for litigation and the Hawaii Labor Relations Board shall determine the validity of the Citation and its characterization.

6. The Director reduces the aggregate penalty from \$1,500 to \$750 which shall be paid in full to the Director of Budget and Finance upon the execution of this Agreement.

7. Except for the stipulated amendments described above, the Citation is confirmed in all other respects and upon approval by the Board, this Agreement and the Citation, as amended, shall become a final order of the Director.

8. Respondent shall post a copy of this Agreement and Order in a prominent place at or near the location of the posting of the Citation, and the Agreement and Order shall remain posted for three working days (excluding weekends and State holidays).

9. Respondent shall continue to comply with HRS Chapter 396, the Hawaii Occupational Safety and Health Law, and the related rules.

10. By entering into this Agreement, Respondent does not admit that it violated the cited standards of Citation 1 Item 1 and Citation 2 Item 1 for any litigation or purpose other than proceedings under the Hawaii Occupational Safety and Health Law for similar and subsequent violations occurring at Respondent's worksite at 100 Paukaula Street,, Kahului, Hawaii 96732.

11. The terms of this Settlement Agreement shall be confidential unless there is a subsequent violation of Citation 1 Item 1 and Citation 2 Item 1 of the Citation at Respondent's worksite at 100 Pakaula Street, Kahului, Hawaii 96732.

12. Unless otherwise provided by this Agreement, nothing in this Agreement shall bar the Director from taking any action regarding future acts or practices by Respondent which may be alleged to violate HRS chapter 396, the Hawaii Occupational Safety and Health Law, or the related rules.

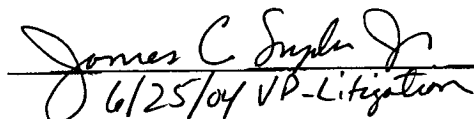
DATED: Honolulu, Hawaii, August 3, 2004.

APPROVED AS TO FORM:

The Home Depot


Larry M. Kazanjian, Esq.
Attorney for Respondent

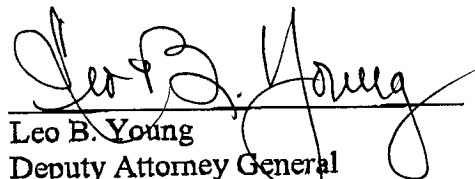
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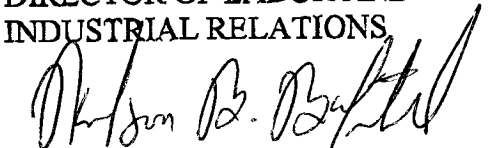

6/25/04 VP-Litigation



APPROVED AS TO FORM:

DIRECTOR OF LABOR AND
INDUSTRIAL RELATIONS


Leo B. Young
Deputy Attorney General
Attorney for Director of Labor and
Industrial Relations, State of Hawaii

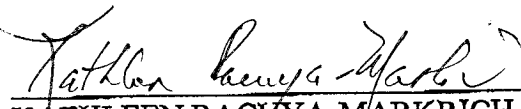

NELSON B. BEFITEL

APPROVED AND SO ORDERED BY
HAWAII LABOR RELATIONS BOARD:

ORDER NO. 104


BRIAN K. NAKAMURA, Chair


CHESTER C. KUNITAKE, Member


KATHLEEN RACUYA-MARKRICH, Member

State of Hawaii

Department of Labor and Industrial Relations
HAWAII OCCUPATIONAL SAFETY AND HEALTH DIVISION
830 PUNCHBOWL STREET, ROOM 425
HONOLULU, HI 96813
Phone: (808)586-9110 FAX: (808)586-9104



Certified Number: 7002 2030 0003 4048 8362

Citation and Notification of Penalty

To:

The Home Depot
and its successors
100 Pakaula St
Kahului, HI 96732

Inspection Number: 306259052
Inspection Date(s): 05/27/2003- 05/27/2003
Issuance Date: 07/11/2003
OSHCO ID: Y4986
Optional Report No.: 04203

Inspection Site:

100 Pakaula St
Kahului, HI 96732

The violation(s) described in this Citation and Notification of Penalty is (are) alleged to have occurred on or about the day(s) the inspection was made unless otherwise indicated within the description given below.

This Citation and Notification of Penalty describes violations of the Hawaii Occupational Safety and Health Law. The penalty(ies) listed herein is (are) based on these violations. You must abate the violations referred to in this Citation by the dates listed and pay the penalties, unless within 20 calendar days from your receipt of this Citation and Notification of Penalty, you mail a notice of contest to the State of Hawaii Occupational Safety and Health Division (HIOSH) at the address shown above. Issuance of this Citation does not constitute a finding that a violation of the law has occurred unless there is a failure to contest as provided for in the law or, if contested, unless this Citation is affirmed by the Department of Labor and Industrial Relations Appeals Board or a court.

Posting - The law requires that a copy of this Citation and Notification of Penalty be posted immediately in a prominent place at or near the location of the violation(s) cited herein, or, if it is not practicable because of the nature of the employer's operations, where it will be readily observable by all affected employees. This Citation must remain posted until the violation(s) cited herein has (have) been abated, or for 3 working days (excluding weekends and State holidays), whichever is longer. The penalty dollar amounts need not be posted and may be marked out or covered up prior to posting.

Informal Conference - An informal conference is not required. However, if you wish to have such a conference you may request one with the Administrator during the 20 calendar day contest period. During such an informal conference, you may present any evidence or views which you believe would support an adjustment to the citation(s) and/or penalty(ies).

If you are considering a request for an informal conference to discuss any issues related to this Citation and Notification of Penalty, you must take care to schedule it early enough to allow time to contest after the informal

conference, should you decide to do so. Please keep in mind that a written letter of intent to contest must be submitted to the Administrator within 20 calendar days of your receipt of this Citation. The running of this contest period is not interrupted by an informal conference.

If you decide to request an informal conference, please complete, remove and post the page 5, Notice to Employees, next to this Citation and Notification of Penalty as soon as the time, date, and place of the informal conference have been determined. Be sure to bring to the conference any and all supporting documentation of existing conditions as well as any abatement steps taken thus far. If conditions warrant, we can enter into an informal settlement agreement which amicably resolves this matter without litigation or contest.

Employers' Right to Contest - You have the right to contest this Citation and Notification of Penalty. You may contest all citation items or only individual items. You may also contest penalties and/or abatement dates without contesting the underlying violations. Unless you inform the Administrator in writing that you intend to contest the citation(s) and/or penalty(ies) within 20 calendar days after receipt, the proposed citation(s) and the penalty(ies) will become a final order of the Department of Labor and Industrial Relations and may not be reviewed by any court or agency. Once a letter of contest is received, it becomes the jurisdiction of the Appeals Board.

Penalty Payment - Penalties are due within 20 calendar days of receipt of this notification unless contested. Make your check or money order payable to "Director of Budget and Finance." Please indicate the Inspection Number on the remittance.

HIOSH does not agree to any restrictions or conditions or endorsements put on any check or money order for less than the full amount due, and will cash the check or money order as if these restrictions, conditions, or endorsements do not exist.

Notification of Corrective Action - For each violations which you do not contest, you are required by Section 12-51-22 to submit an Abatement Certification to HIOSH. The certification must be sent by you within 5 calendar days of the abatement date indicated on the citation. For **Willful** and **Repeat** violations, documents (examples: photos, copies of receipts, training records, etc.) demonstrating that abatement is complete must accompany the certification. Where the citation is classified as **Serious** and the citation states that abatement documentation is required, documents such as those described above are required to be submitted along with the abatement certificate. If the citation indicates that the violation was corrected during the inspection, no abatement certification is required for that item.

All abatement verification documents must contain the following information: 1) Your name and address; 2) the inspection number (found on the front page); 3) the citation and citation item number(s) to which the submission relates; 4) a statement that the information is accurate; 5) the signature of the employer or employer's authorized representative; 6) the date the hazard was corrected; 7) a brief statement of how the hazard was corrected; and 8) a statement that affected employees and their representatives have been informed of the abatement.

The law also requires a copy of all abatement verification documents, required by Section 12-55-22 to be sent to HIOSH, also be posted at the location where the violation appeared and the corrective action took place.

Employer Discrimination Unlawful - The law prohibits discrimination by an employer against an employee for filing a complaint or for exercising any rights under this Act. An employee who believes that he/she has been discriminated against may file a complaint no later than 60 days after the discrimination occurred with the Hawaii Occupational Safety and Health Division at the address shown above.

Employees' Right to Contest - The law gives an employee or his/her representative the opportunity to object to any abatement date set for a violation if he/she believes the date to be unreasonable. The contest must be mailed to the Hawaii Occupational Safety and Health Division at the address shown above and postmarked within 20 calendar days of the receipt by the employer of this Citation and Notification of Penalty.

Inspection Activity Data - You should be aware that OSHA publishes information on inspection and citation activity on the Internet under the provisions of the Electronic Freedom of Information Act. The information related to your inspection will be available 30 calendar days after the Citation Issuance Date. You are encouraged to review the information concerning your establishment at WWW.OSHA.GOV. If you have any dispute with the accuracy of the information displayed, please contact this office.

ABATEMENT CERTIFICATION

FOR JENNIFER SHISHIDO, ADMINISTRATOR
DIVISION OF OCCUPATIONAL SAFETY AND HEALTH
830 PUNCHBOWL STREET
HONOLULU, HI 96813

The Home Depot
100 Pakaula St
Kahului, HI 96732

The hazard referenced in Inspection Number _____ for the violation identified as
Citation _____ and Item _____ was corrected on _____.
How corrected: _____.

The hazard referenced in Inspection Number _____ for the violation identified as
Citation _____ and Item _____ was corrected on _____.
How corrected: _____.

The hazard referenced in Inspection Number _____ for the violation identified as
Citation _____ and Item _____ was corrected on _____.
How corrected: _____.

The hazard referenced in Inspection Number _____ for the violation identified as
Citation _____ and Item _____ was corrected on _____.
How corrected: _____.

The hazard referenced in Inspection Number _____ for the violation identified as
Citation _____ and Item _____ was corrected on _____.
How corrected: _____.

I attest that the information contained in this document is accurate and that the affected employees and their
representatives have been informed of the abatement activities described in this certification.

Signature

Typed or Printed Name

State of Hawaii

Hawaii Occupational Safety and Health Division



NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE

An informal conference has been scheduled with HIOSH to discuss the citation(s) issued on 07/11/2003. The conference will be held at the HIOSH office located at 830 PUNCHBOWL STREET, ROOM 425, HONOLULU, HI, 96813 on _____ at _____.

Employees and/or representatives of employees have a right to attend an informal conference.



Citation and Notification of Penalty

Company Name: The Home Depot
Inspection Site: 100 Pakaula St, Kahului, HI 96732

Citation 1 Item 1 Type of Violation: **Serious**

29 CFR 1910.176(b) [Refer to chapter 12-73.1, HAR] was violated because:

Boxes and containers that were stacked 12 feet above the floor were torn and coming apart, exposing the employees to falling objects.

29 CFR 1910.176(b) states "Storage of material shall not create a hazard. Bags, containers, bundles, etc., stored in tiers shall be stacked, blocked, interlocked and limited in height so that they are stable and secure against sliding or collapse."

Location: Store aisles: (a) gardening
(b) hardware
(c) lighting and fans
(d) lumber supplies

Date By Which Violation Must be Abated: 07/15/2003
Penalty: \$ 1,500.00

State of Hawaii
Department of Labor and Industrial Relations
Hawaii Occupational Safety And Health Division

Inspection Number: 306259052
Inspection Dates: 05/27/2003 - 05/27/2003
Issuance Date: 07/11/2003



Citation and Notification of Penalty

Company Name: The Home Depot
Inspection Site: 100 Pakaula St, Kahului, HI 96732

Citation 2 Item 1 Type of Violation: Other

29 CFR 1904.40(a) [Refer to chapter 12-52.1, HAR] was violated because:

The employer did not maintain copies of the OSHA 300/300A log of injuries and illnesses in the establishment and did not make them available within 4 hours of the request.

29 CFR 1904.40(a) states "When an authorized government representative asks for the records you keep under Part 1904, you must provide copies of the records within four (4) business hours."

Location: Establishment

Date By Which Violation Must be Abated:
Penalty:

08/13/2003
\$ 0.00

See pages 1 through 5 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

State of Hawaii

Department of Labor and Industrial Relations
Hawaii Occupational Safety And Health Division

Inspection Number: 306259052

Inspection Dates: 05/27/2003 - 05/27/2003

Issuance Date: 07/11/2003



Citation and Notification of Penalty

Company Name: The Home Depot

Inspection Site: 100 Pakaula St, Kahului, HI 96732

Citation 2 Item 2 Type of Violation: Other

29 CFR 1910.136(a) [Refer to chapter 12-64.1, HAR] was violated because:

Employees are not required to wear safety shoes which have lead to four foot injuries in the past 5 months.

29 CFR 1910.136(a) states "The employer shall ensure that each affected employee uses protective footwear when working in areas where there is a danger of foot injuries due to falling or rolling objects, or objects piercing the sole, and where such employee's feet are exposed to electrical hazards."

Location: Merchandise aisles

Date By Which Violation Must be Abated:

08/13/2003

Penalty:

\$ 0.00

Nelson B. Befitel
for NELSON B. BEFITE
DIRECTOR

See pages 1 through 5 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

State of Hawaii

Department of Labor and Industrial Relations
HAWAII OCCUPATIONAL SAFETY AND HEALTH DIVISION
830 PUNCHBOWL STREET, ROOM 425
HONOLULU, HI 96813

SUMMARY OF PENALTIES

Company Name: The Home Depot
Inspection Site: 100 Pakaula St, Kahului, HI 96732
Issuance Date: 07/11/2003

Summary of Penalties for Inspection Number 306259052

Citation 1, Serious	= \$ 1,500.00
Citation 2, Other	= \$ 0.00
TOTAL PENALTIES	= \$ 1,500.00

Make check or money order payable to the "Director of Budget and Finance." Please indicate the inspection number and dba, if company name is different, on the remittance. A fee of \$15.00 will be charged for any returned checks.

If receipt is desired, please indicate with payment; otherwise, your cancelled check will be your receipt.

SENDER: COMPLETE THIS SECTION		COMPLETE THIS SECTION ON DELIVERY	
<ul style="list-style-type: none">Complete items 1, 2, and 3. Also complete item 4 if Restricted Delivery is desired.Print your name and address on the reverse so that we can return the card to you.Attach this card to the back of the mailpiece, or on the front if space permits.		A. Signature <input checked="" type="checkbox"/> <i>Samuel Lee</i> <input type="checkbox"/> Agent <input type="checkbox"/> Addressee	
Article Addressed to: 306259052		B. Received by (Printed Name)	C. Date of Delivery 7/12
Mr. Dean Willis, Store Manager The Home Depot 100 Pakaula St Kahului, HI 96732		D. Is delivery address different from item 1? <input type="checkbox"/> Yes If YES, enter delivery address below: <input checked="" type="checkbox"/> No	
2. Article Number (Transfer from service label)		3. Service Type <input type="checkbox"/> Certified Mail <input type="checkbox"/> Express Mail <input type="checkbox"/> Registered <input type="checkbox"/> Return Receipt for Merchandise <input type="checkbox"/> Insured Mail <input type="checkbox"/> C.O.D.	
PS Form 3811, August 2001		4. Restricted Delivery? (Extra Fee) <input type="checkbox"/> Yes	
Domestic Return Receipt		102505-01-M-2509	